

## Frequently-Used Workforce Development Terms

**Workforce Investment Act of 1998.** The Workforce Investment Act of 1998 (WIA) is comprehensive reform legislation that supersedes the Job Training Partnership Act (JTPA) and amends the Wagner-Peyser Act. WIA also contains the Adult Education and Family Literacy Act (title II) and the Rehabilitation Act Amendments of 1998 (title IV). WIA reforms Federal job training programs and creates a new, comprehensive workforce investment system. The reformed system is intended to be customer-focused, to help Americans access the tools they need to manage their careers through information and high quality services, and to help U.S. companies find skilled workers.

**One-Stop delivery system (aka Illinois workNet™ Center).** The One-Stop delivery system is a seamless system of service delivery created through the collaboration of entities responsible for separate workforce development funding streams. The One-Stop delivery system is designed to enhance access to services and improve outcomes for individuals seeking assistance. This delivery system streamlines access to numerous workforce investment and educational services, and other human resource services, activities and programs. Rather than requiring individuals and employers to seek workforce development information and services at several different locations, which is often costly, discouraging and confusing, WIA requires States and communities to integrate multiple workforce development programs and resources for individuals at the “street level” through a user friendly One-Stop delivery system. This system will simplify and expand access to services for job seekers and employers. Each One-Stop delivery system consists of at least one or more comprehensive, physical One-Stop centers in a local area. The One-Stop system is the basic delivery system for adult and dislocated worker services. Through this system, adults and dislocated workers can access a continuum of services. The services are organized into three levels: core, intensive, and training.

**Local Workforce Investment Area.** The Workforce Investment Act mandates that the Governor of the State shall designate local workforce investment areas within the State giving consideration to geographic areas served by local educational agencies, intermediate educational agencies, postsecondary educational institutions and area vocational education schools. Consideration must also be given regarding the extent to which such local areas are consistent with labor market areas and the distance that individuals will need to travel to receive services as well as the resources that are available to effectively administer the activities carried out under WIA Title IB. There are 26 Local Workforce Investment Areas (LWA) in the State of Illinois.

**Economic Development Regions.** As part of the process for developing the State plan, a State may require regional planning by local boards for a designated region in the State. The State may require the local boards for a designated region to participate in a regional planning process. The State may require local boards for a designated region to share information on employment statistics and coordinate the provision of workforce investment activities authorized under WIA Title IB. A designated region means a combination of local areas that are partly or completely in a single labor market

area, economic development region, or other appropriate contiguous sub-area of a State, that is designated by the State under WIA section 116(c), or a similar interstate region that is designated by two or more States under WIA section 116(c)(4). The State of Illinois has designated 10 Economic Development Regions.

**Local grant sub-recipient.** In order to assist in the administration of the WIA Title I grant funds, the chief elected official(s) or the Governor, where the Governor serves as the local grant recipient for a local area, may designate an entity to serve as a local grant sub-recipient for such funds or as a local fiscal agent. Such designation shall not relieve the chief elected official or the Governor of the liability for any misuse of grant funds. According to the Federal Rules and Regulations, this provision is interpreted as holding the chief elected officials liable in their official capacity and not holding them personally liable for misuse of WIA funds. The local grant sub-recipient shall disburse such funds for workforce investment activities immediately at the direction of the local board, pursuant to the requirements of WIA Title 1B.

**One Stop Operator (aka Illinois workNet™ Center Partners).** One-Stop operators are responsible for administering the One-Stop centers and their role may range from simply coordinating service providers in the center to being the primary provider of services at the center. The operator may be selected by the Local Board through a competitive process, or the Local Board may designate a consortium that includes three or more required One-Stop partners as an operator.

**Youth Council.** The youth council is a subgroup within each local board appointed by the local board in cooperation with the chief elected officials and is responsible for recommending and coordinating youth policies and programs. The youth council membership includes members of the local workforce investment board, representatives of youth service agencies, local public housing authorities, parents of eligible youth seeking assistance, individuals, including former participants and representatives of organizations that have experience relating to youth activities and representatives of the Job Corps as appropriate. Members of the youth council who are not members of the local board shall be voting members of the youth council and nonvoting members of the board.

**Performance Measures.** WIA establishes a performance accountability system, including State and local performance measures intended to assess the effectiveness of States and local areas in achieving continuous improvement of WIA Title IB funded workforce investment activities. As part of the submission of the Illinois State Plan for 2007-2009, a waiver request was included that would permit the early adoption of the WIA Common Measures. In response to the State's request, the U.S Department of Labor (USDOL) has issued a waiver permitting the early adoption.

Each LWA must meet or exceed 9 performance measures. These measures are:

Adult and Dislocated Worker Measures

- Entered Employment Rate
- Employment Retention Rate

- Average Earnings Rate

Youth Measures - *With the implementation of the common measures, all youth (ages 14-21) are measured together, unlike in the past when there were separate younger youth and older youth measures.*

- Placement in Employment or Education
- Attainment of a Degree or Certificate
- Literacy and Numeracy Gains (LNG) include out-of-school youth who are basic skills deficient.

**One-Stop Partners (aka Illinois workNet™ Center Partners).** The Workforce Investment Act specifies nineteen required One-Stop partners and an additional five optional partners to coordinate activities and streamline access to a range of employment and training services. All required partners must make available to participants through the One-Stop delivery system the core services that are applicable to the partner's programs. To the extent allowable under Federal law, the required partners must also use a portion of their funds to create and maintain the One-Stop delivery system and provide core services. The required partners must also enter into a memorandum of understanding (MOU) with the Local Board relating to the operation of the One-Stop system that meets the requirements of WIA and participate in the operation of the One-Stop system consistent with the terms of the MOU and requirements of authorizing laws.

Required Partners:

- Programs authorized under title I of WIA:
  - Adult, Dislocated workers and Youth Programs
  - Job Corps (where available)
  - Native American programs (where available)
  - Migrant and seasonal farm worker programs (where available)
  - Veterans' workforce programs
- Programs authorized under the Wagner-Peyser Act
- Adult education and literacy activities authorized under title II of WIA
- Programs authorized under parts A and B of title I of the Rehabilitation Act
- Welfare-to-work programs authorized under sec. 403(a)(5) of the Social Security Act
- Senior community service employment activities authorized under title V of the Older Americans Act of 1965
- Postsecondary vocational education activities under the Carl D. Perkins Vocational and Applied Technology Education Act
- Trade Adjustment Assistance and NAFTA Transitional Adjustment Assistance Activities authorized under chapter 2 of title II of the Trade Act of 1974
- Activities authorized under chapter 41 of title 38, U.S.C. (local veterans' employment representative and disabled veterans outreach programs)
- Employment and training activities carried out under the Community Services Block Grant

- Employment and training activities carried out by the Department of Housing and Urban Development Programs authorized under State unemployment compensation laws

Optional Partners:

- TANF programs authorized under Part A of title IV of the Social Security Act (the State of Illinois requires that the TANF program be a required one-stop partner)
- Employment and training programs authorized under section 96(d)(4) of the Food Stamp Act of 1977
- Work programs authorized under section 6(o) of the Food Stamp Act of 1977
- Programs authorized under the National and Community service Act of 1990
- Other appropriate Federal, State or local programs, including programs related to transportation and housing and programs in the private sector

**Sunshine Law (provision).** The State and local boards shall make available to the public, on a regular basis through open meetings, information regarding the activities of the State and/or local boards, including information regarding the State or local plans prior to submission of the plans, information regarding membership, and, on request, minutes of formal meetings of the State and local boards. In addition, local boards shall make available to the public, the designation and certification of one-stop operators, and the award of grants or contracts to eligible providers of youth activities, and on request, minutes of formal meetings of the local board.

**Employment Linkages.** A function of the local board is to coordinate the workforce investment activities authorized under WIA Title 1B and carried out in the local area with economic development strategies and develop other employer linkages with such activities.

**High-performance workplaces.** The idea that workers are more likely to give their best if they are valued and have the opportunity to contribute, characterized by decentralized decision-making, flexible job design and quality-related priorities, flatter organizational structures, and team work.

**Helpful Links:**

<http://www.usmayors.org/workforce>.

<http://www.doleta.gov/etainfo/wrksys/WIOffice.cfm>

[http://www.commerce.state.il.us/dceo/Bureaus/Workforce\\_Development/](http://www.commerce.state.il.us/dceo/Bureaus/Workforce_Development/)

<http://www.illinoisworknet.com>